



VICTORIA PARK JUNIOR SCHOOL

Health and Safety Policy

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VICTORIA PARK JUNIOR SCHOOL HEALTH AND SAFETY POLICY

PART 1:

1.1 STATEMENT OF INTENT AND GENERAL POLICY

The Governing Body recognise their responsibilities under the Health and Safety at Work etc Act 1974 and will take all reasonably practicable steps to provide safe and healthy working conditions, equipment and systems of work for all employees, pupils and others affected by their activities, actions or omissions.

The Governors are committed to providing and maintaining a working and learning environment that is safe and to the sensible management of risks involved in its activities and this is established by the allocation of specific duties and by the arrangements detailed in parts 2 and 3 of this policy.

In relation to health, safety and welfare, the Governors will act within the policy framework advised by Trafford Council. The Health and Safety Policy of the Council will be observed and acknowledged.

The Head Teacher will provide leadership in matters of Health and Safety within the School and promote a safe and healthy working environment. The Head Teacher will make the necessary arrangements to secure compliance with all health and safety requirements, to write them down and circulate this information to all appropriate persons, to monitor the implementation of the arrangements, and keep them under review.

All those involved in providing and maintaining a safe and healthy working environment will be responsible for assisting in achieving the aims and objectives identified and will play a positive role in promoting a healthy and safe working environment.

1.2 POLICY OBJECTIVES

The Head Teacher and Governors will ensure, so far as it is reasonably practicable, the effective implementation of the school Health and Safety Policy with a view to achieving the following objectives:

- Ensuring, so far as is reasonably practicable, the provision of adequate measures to comply with health and safety requirements;
- Commitment to a planned approach to managing health and safety ensuring the framework set by the Health and Safety Policy is implemented, monitored and reviewed;

- Ongoing consultation involving all employees in the pursuit of the aims and objectives of the Policy, achievement of health and safety standards and to ensure co-operation and competence of all those involved;
- Responsibility is properly delegated and accepted at all levels of management;
- Provision of a safe working environment for all employees, and working conditions, which do not involve any risk to health;
- Staff receive adequate information, instruction, training and supervision to enable them to work safely.
- Provision of formal teaching on health and safety matters in the curriculum so that the pupils are made aware of these issues and of their own rights and responsibilities;
- Equipment provided is safe, maintained and suitable for use and that adequate arrangements are in place to maintain the equipment;
- Appropriate measures are taken to remove hazards and where the hazards cannot be removed reduce risk arising from them as low as is reasonably practicable;
- Bringing to the attention of appropriate employees all known health and safety hazards;
- Ensuring that appropriate steps are taken to ensure that rules and procedures governing the School's activities, including emergencies, are formulated, observed and enforced;
- Ensuring that there are formal procedures in place for the prompt reporting of accidents, work related ill health, dangerous occurrences or incidents involving violence and aggression, to the Council's Health and Safety Unit and that any lessons are learnt;
- Ensuring there is co-operation, communication and assistance with the Council's Health and Safety Unit in their audit of arrangements and investigation of accidents, work related ill health, dangerous occurrences or incidents involving violence and aggression.

PART 2: ORGANISATION

2.0 Organisation

This part describes the organisation in place for ensuring health and safety in schools and outlines the allocation of duties determining how the management structure operates.

2.1 Local Education Authority

The LA is responsible, as employer, for:

- a) Recognising and accepting its responsibilities for the health, safety and welfare of its employees, pupils and visitors to premises.
- b) Provision of advice and assistance to ensure schools comply with health and safety obligations and attain the required health and safety standards.
- c) Ensuring effective monitoring is carried out by undertaking periodic inspections to evaluate the health and safety performance of schools in Trafford Council and to identify areas for improvement.

2.2 The Governing body

The Governing body still have a role as employers (under the LA) and under Health and Safety at Work, etc, Act (1974), Management of Health and Safety Regulations and other legislation.

The Governing body will appoint a Governor to oversee Health and Safety matters and will receive reports from this Governor, to ensure the school complies with all relevant legislation.

Governors can satisfy their employer by:

- a) Accepting their health and safety responsibilities and establishing appropriate committees/mechanisms through which to consult staff on health and safety matters;
- b) Ensuring the organisation and arrangements of the school operate effectively;
- c) Taking into account Health and Safety issues when deciding on priorities for the School Development Plan;
- d) Managing the allocation of sufficient funds in order to ensure, so far as reasonably practicable, the premises and systems of work are safe and without risk to health;

- e) Making themselves familiar with the Council's corporate Safety Policy and the advice and guidance provided by the LA;
- f) Ensuring adequate risk control measures are in place in order to minimise risk to staff, pupils and others and that there are competent people to carry out risk assessments;
- g) Ensuring effective monitoring is carried out, to evaluate the health and safety performance of the school by involvement and evaluation of inspection reports from the LA, Head Teacher and Safety Representatives;
- h) Ensuring procedures are set up for emergencies and give employees information about these and other health and safety matters;
- i) Ensure adequate mechanisms are in place for reporting to them on health and safety performance (e.g. accidents) and the results of any monitoring
- j) Ensuring arrangements are in place to provide staff with adequate training, information, instruction and supervision

2.3 Head Teachers

Head Teachers are accountable for the implementation of Council policies, this policy and associated guidance within their School, with specific responsibilities for:

- (a) Ensuring compliance with statutory obligations by ensuring adequate information, instruction and supervision is provided to staff and carrying out regular monitoring and review of health and safety performance in School;
- (b) Ensure the effective planning and implementation of the School's Health and Safety Policy, by incorporating appropriate organisational detail and local arrangements into Part 3 of this policy;
- (c) Ensuring all staff for which they are responsible for, know and accept their responsibilities under this policy, the Health and Safety at Work Act 1974 and other Health and Safety legislation; whilst ensuring that staff are competent to carry out any such duties;
- (d) Ensuring that risk assessments are undertaken for work activities and periodically reviewed, as required by the management of health and safety at work regulations, and at intervals identified in Part 3 of this policy;
- (e) Ensuring safe systems of work and procedures are implemented and observed;
- (f) Assessing the needs of employees in relation to health and safety training, including induction and allowing sufficient time for those employees to attend training courses;

- (g) Ensuring that all accidents, injuries, near misses and dangerous occurrences are reported in accordance with the Council's reporting procedure;
- (h) Ensuring that all employees under their control have received suitable and appropriate training, both induction and specific, including training for any equipment they may operate,
- (i) Ensuring the appropriate investigation of all accidents, incidents and newly identified hazards ensuring appropriate action is taken;
- (j) Liaising, co-operating and informing any Trade Union representatives and Health and Safety representatives on matters of Health, Safety and welfare as and when required;
- (k) Ensure all contractors' undertakings are fully compliant with health and safety regulations and take full account of health and safety issues affecting employees, pupils and any other users of the establishment;
- (l) Where necessary, ensuring specialist advice is obtained from a competent person e.g. from Health and Safety, Manual Handling, Fire Safety, or Occupational Health Advisors on matters relating to health, safety and welfare;
- (m) Including health and safety performance standards in their business plans, including any statutory tests and examinations required;
- (n) Arranging and being involved in premise inspections of the school at least once per term and ensure findings are reported to the governing body committee;
- (o) Ensuring defective and faulty equipment, machinery, tools and vehicles are removed from the working environment immediately and reported as appropriate for specialist advice;
- (p) Ensuring any equipment purchased is suitable and has all the relevant Health and Safety information to enable safe use;
- (q) Ensuring all portable electrical equipment is made available to the relevant contractor for regular inspection;
- (r) Ensuring that all Personal Protective Equipment (PPE) purchased is suitable, compatible, provided free of charge and worn by staff. Where necessary, the correct storage must be provided for the PPE and it must be inspected as necessary to ensure fit for purpose;
- (s) Ensuring that the responsibilities Health & Safety Co-ordinators (see section 2.9) are fulfilled.

2.4 Deputy Head

The Deputy Head Teacher assists the Head in the day-to-day management of the school, and the Deputy Head Teacher deputises for the Head during any period of absence.

2.5 Responsibilities of the Assistant Head Teachers and the School

The Assistant Head Teachers at the School are accountable to the Head Teacher for the safety of persons under their control.

In addition to the general duties which all members of staff have, supervisory staff will be directly responsible to the Head Teacher and the Health and Safety Co-ordinators, and have overall day-to-day responsibility for the implementation and operation of the school's health and safety policy within their relevant area of responsibility. It is also the responsibility of the Assistant Head Teachers to assist with the writing of health and safety risk assessments, safe systems of work and procedures for all processes and work activities in which their designated groups are engaged.

As part of their day-to-day responsibilities they will ensure that:

- a) The employees (teaching and non-teaching) are:
 - familiar with the requirements of the Council's and the School's Health and Safety Policies;
 - made aware of the hazards in their areas of activity;
 - familiar with safe methods of work;
 - aware of action to be taken in an emergency;
 - aware of the First Aid facilities available.
- b) Safety rules and safe methods of work are observed and that protective equipment is utilised where appropriate;
- c) Inform the Head Teacher of all accidents, incidents and near misses and assist in the investigation;
- d) Initiate or recommend any necessary repairs or maintenance work in order to ensure that equipment under their control is maintained in a sound and safe condition;
- e) Set and maintain high standards of safe working/environment at all times and that staff, pupils and others under their jurisdiction are instructed in safe working practices;

- f) They monitor the standard of health and safety throughout the department in which they work and encourage staff, pupils and others to achieve the highest practicable standards of health and safety.

2.6 Staff (as employees)

Section 7 of the Health and Safety at Work Act places duties on all staff to take reasonable care for the health and safety of themselves and of other persons who may be affected by their acts or omissions at work and to cooperate with the employer and his representatives so far as is necessary in order for the employer to fulfil any of the relevant statutory provisions.

Section 8 of the Health and Safety at Work Act makes reckless interference with or misuse of anything provided in the interest of health, safety or welfare an offence.

All employees have responsibility for

- a) Carrying out their duties in accordance with the Health and Safety Policy;
- b) Taking reasonable care of themselves and other persons whilst at work;
- c) Co-operating with the Head Teacher and others in school to comply with legislation;
- d) Engaging in consultation and development of health and safety procedures to promote positive employee involvement;
- e) Following instruction and information on safe working procedures and using plant, substances and equipment safely;
- f) Attending health and safety training courses provided;
- g) Reporting defects or damage to equipment and safety hazards to the relevant person(s);
- h) Reporting all accidents, incidents and near misses to the relevant person(s);
- i) Exercising effective supervision of their pupils and to know and carry out the procedures in respect of fire, first aid and other emergencies;
- j) Following the particular health and safety measures to be adopted in their own teaching areas as laid down in the relevant codes of practice e.g. CLEAPS, if issued, and to ensure that they are applied;
- k) Integrating all relevant aspects of safety into the teaching process and, where necessary, give special lessons on health and safety in line with national curriculum requirements for safety education;

2.7 Caretaker

In addition to their responsibilities as an employee, the caretaker is responsible to the Head Teacher for any duties which are delegated to him by the Head Teacher, via the School Health and Safety Co-ordinators.

2.8 School Health and Safety Co-ordinators

At Victoria Park Junior School the School Health and Safety Co-ordinators are the Office Manager and Finance Manager.

The School Health and Safety Coordinators have the following duties:

- a) to co-ordinate and manage the annual risk assessment process for the school;
- b) to co-ordinate the annual general workplace monitoring inspections;
- c) to make provision for the inspection and maintenance of work equipment throughout the school;
- d) to manage the keeping of records of all health and safety activities;
- e) to advise the Head Teacher of situations or activities which are potentially hazardous to the health and safety of staff, pupils and visitors;
- f) to ensure that staff are adequately instructed in safety and welfare matters in connection with their specific work place and the school generally; and
- g) carry out any other functions allocated by the Head Teacher or Governing Body.

2.9 Premises Manager

At Victoria Park Junior School the Head Teacher is the Premises Manager.

Staff in charge of premises have a duty in law to ensure health and safety on the premises under their control and this should include, where appropriate, production of additional safety rules to supplement this policy.

In addition to the responsibilities outlined above, so far as is reasonably practicable, the main health and safety functions for premises managers will be with regard to:

- (a) Ensuring that fire risk assessments are carried out for the premises; emergency procedures including emergency evacuation plans are in place and the Council's Fire Policy is complied with;
- (b) Ensuring that the Council's Asbestos Policy is complied with, including the preparation of an asbestos management plan for the premises;
- (c) Ensuring that work equipment including fire fighting, portable electrical, lifting and other equipment is adequately maintained and accompanied by all necessary records;
- (d) Ensuring that routine cleaning work is carried out to an appropriate standard;
- (e) Ensuring that all premises users and visitors are made aware of any activities or conditions that could create risk to their health and safety and of the emergency evacuation procedures;
- (f) Ensuring that maintenance work and repairs required (for example to internal doors and windows) are reported to the appropriate person and carried out adequately and safely;
- (g) Ensuring that any structural or other problems that become apparent and that are not covered by the establishment's budget are reported to the relevant Head of Service and to the Children and Young People's Service Development Team as soon as possible;
- (h) Ensuring that general building and maintenance work is carried out by appropriately qualified and experienced trades people in compliance with the Council's Managing Health and Safety in Construction Work Policy and Guidance and the building regulations;
- (i) Ensuring that testing, inspection and maintenance, work in relation to electrical, gas, lifts, water, fire safety and other installations and equipment is carried out by appropriately qualified and experienced trades people to current legislation and standards;
- (j) Ensuring the safe condition, operation, maintenance and storage of equipment on the premises;

- (k) Ensuring the safe use, handling, storage and transport of substances on the premises;
- (l) Seeking advice from the Council's Health and Safety Unit or the Council's Principal for Safety and Performance where unsure of the competence of trade persons or the current legislation and standards.

2.10 Visitors, Members of the Public and Volunteers

Visitors and members of the public are asked to co-operate with the health and safety arrangements put in place by the school to protect them when using the school premises or land.

When visitors come into school to support learning and educational visits the class teacher is responsible for ensuring that they have received adequate information, instruction, training and supervision for the tasks they will be undertaking.

Where visitors are employed to undertake work on behalf of the School they will for all intents and purposes be regarded as employees. The Head Teacher has responsibilities for undertaking, in particular, thorough risk assessment and implementation of control measures, together with ensuring that visitors have received adequate information, instruction, training and supervision for the tasks they will be undertaking.

PART 3: ARRANGEMENTS FOR HEALTH AND SAFETY

Health, Safety and Welfare

The following procedures and arrangements have been established within the school to minimise health and safety risks to an acceptable level:

3.1 Accident Reporting, Recording and Investigation

The School will follow the Council's Accident reporting policy and procedure set out in Trafford Council Guidance on Accidents Reporting (Final HSU).

- All staff **should** report all accidents, incidents and near misses to employees, pupils, visitors and contractors working on the premises and line managers will investigate such incidents and identify and implement means to prevent a recurrence.
- When an accident happens to any pupil, employee or other person then the Head Teacher must complete **the online** Accident Report Form HS1 for the Health and Safety Unit within 3 days of the accident occurring. A copy must be retained in school.

- The details of any employee who is suffering from a reportable disease must also be reported to the Council's Health and Safety Unit (Details of which diseases are reportable may be obtained from the Health and Safety Unit.)
- The Health and Safety Co-ordinators will periodically scrutinise the pattern and causes of accidents as recorded and will bear these in mind when introducing preventative measures against risks.

3.2 Asbestos

To minimize risk from asbestos containing materials on the school's premises, the school will maintain a safe and healthy environment by complying with all regulations and Trafford Council's policy concerning the control of asbestos.

The person responsible for monitoring asbestos and ensuring the Asbestos Management Plan is followed and reviewed is the Health & Safety Co-ordinators.

3.3 Construction work and Contractors

The school will follow the Council's Policy Guidance on Managing Health and Safety in Construction Work and the supplementary Guidelines for schools.

Work arranged through the Council

When major and minor works are arranged through the appropriate Service Area within the Council, the Council takes responsibility for the drafting of contracts, vetting of contractors and inspection of works and will liaise with the Head Teacher about site specific contractual arrangements such as access and egress, hours of work etc.

Local Contracts

When the school contracts directly, the contractor is responsible for ensuring, **so far as is reasonably practicable**, the health and safety of himself, his employees and persons who might be affected by his activities.

The school will ensure the health and safety of its employees, pupils, visitors (which includes the contractor).

The school will follow the advice given in relevant Trafford Council Policy Guidelines, including the vetting of contractors before a contract is awarded. In particular, the school will:

- Check the competence of contractors and visiting workers (competence can be judged from past experience, recommendation, pre-selection evaluation, or a combination taking into consideration nature and scale of the works required);
- Examine risk assessments as appropriate to check that contractors and others have correctly interpreted any site specific conditions etc;

- Ensure all significant risks on site have been clearly identified;
- Ensure there are arrangements for monitoring and controlling works in progress.

The Head Teacher is ultimately responsible for the above but will delegate responsibility accordingly.

Monitoring of the contractors on a day to day basis is the responsibility of the caretaker and the Health and Safety Co-ordinators.

3.4 Curriculum Safety

- The school recognises that the curriculum requires that children should be taught how to identify and reduce risks in the way that they work. A balance must be achieved between independent learning and the necessary supervision to ensure safety.
- Teachers will ensure that they are familiar with all risks which might arise from the tools, equipment, materials and processes they plan for children to use. All guidance material will be reviewed where available CLEAPS, and the LA's procedures and guidance.
- All teaching assistants must be informed of the safety procedures and practices relating to any of the activities that they support.

3.5 Electrical Equipment [fixed and portable]

Electrical equipment will be tested regularly by an approved electrical engineer who will take unsafe equipment out of use. All equipment will be made available to the contractors for testing.

The person responsible for ensuring all equipment is tested regularly is the School Health and Safety Co-ordinators.

3.6 Fire Safety

Trafford Council's Policy Fire Safety Guidance will be followed by the school. The school will take advice from the Council and the Fire Safety Adviser in the Health and Safety Unit regarding safe practices during the school day and also when the school is being used for lettings/public performances. Where an event is governed by the Music and Dancing Licence advice should also be sought from the Licensing Officer.

Fire Procedures

- The school will co-operate with the Council in ensuring that the fire equipment servicing is carried out regularly. All members of staff should report any defects that they see in the fire fighting equipment to the School Health and Safety Co-ordinators. Fire doors must not be propped open. All fire exit doors must be readily opened and free from obstruction.
- The caretaker reports to the School Health and Safety Co-ordinators that all required checks have been completed to the required specification including fire alarm and sprinkler tests.
- Any failures are reported immediately.
- Arrangements for evacuation are placed on the wall of each room in the school. Class teachers and those responsible for other rooms must check regularly that these notices are in good order.
- Fire drills should be carried out at least once a term, or when there are changes in circumstances. The effectiveness of these procedures should be discussed with the staff immediately and at meetings of the Governing Body, via the Head's Termly Report.
- In the event of a fire, the person finding the outbreak should immediately activate the nearest alarm. The appointed person must then ring the emergency services. Staff should not put themselves at risk in attempting to put out a fire; only staff trained in the use of fire extinguishers may attempt to put out a small fire if there is no personal risk.
- The evacuation of children from the building is the first priority of all adults in the building.

3.7 First Aid

- The school will follow the statutory requirements for first aid and provide suitably trained first aid staff.
- The guidance issued by the DfE on First Aid for Schools has been adopted by the school.

First aid boxes are located at the end of each wing in a green bag. Further supplies are kept in the photocopying room. The school has a procedure for the clearing of spillages & bodily fluids, which is shared with all members of staff.

Procedures are further outlined in the [School's First Aid Policy 2022](#).

3.8 Glass and Glazing

All glass in vulnerable windows, doors and side panels should be safety glass and all replacement glass in these areas will be replaced with safety glass meeting the requirements of BS 6206. There will be routine monitoring of areas where glass not conforming to the above standard had been covered in plastic film. The Head Teacher is responsible for ensuring glazing meets the required standards.

Checks on plastic film coverings will be made each term.

3.9 Hazardous Substances

Trafford Council's Trafford Council COSHH Guidance for Head Teachers will be followed by the school in respect of managing hazardous substances. Where hazardous substances are used, line managers themselves or a designated employee will undertake a Control of Substances Hazardous to Health (COSHH) risk assessment and adopt a hierarchy of control measures seeking to eliminate or substitute risk.

3.10 Lifting & Handling

Trafford Council's Manual Handling Policy and Guidance (HSP11) will be followed by the school. The regulations apply to any manual handling operation that may cause injury at work. These include not only lifting of loads, but also lowering, pushing, pulling, carrying or moving them.

- Any activities that involve significant manual handling tasks shall be risk assessed and where appropriate training provided for staff.
- Managers are responsible for assessing the appropriate approach to handling task and may seek professional advice from the Council.

(See also the Trafford Council's Play Area and Play Equipment for Primary Schools and other guidelines issued by DfE.)

3.11 Lone Working

Line managers will ensure that lone working is risk assessed and that appropriate control measures are put in place to minimise those risks. Solutions may include the provision of mobile phones, radios, in-out boards and other means of monitoring staff whereabouts.

Staff themselves have a responsibility to ensure their own health and safety and assist in the operation of any systems designed to provide for their safety.

3.12 Maintenance / Inspection of Equipment

Employers need to provide safe plant and equipment (i.e. heating systems, office equipment). This also includes staff using their own equipment. Whatever the source of the equipment it must be suitable for the task for which it is being used, properly maintained and used in a safe manner by staff trained in its use.

- There is a statutory requirement to service, testing and inspect certain equipment such as gas appliances and records must be kept.
- Where inspections/servicing has identified the need for remedial action, the Head Teacher will ensure that any necessary work required to maintain the safe operation of equipment is carried out in a timely manner.

The School Health and Safety Co-ordinators are responsible for ensuring all equipment is maintained and inspected every twelve months.

3.13 Medications

Parents/Carers have the prime responsibility for their child's health and should provide schools with information about their child's medical condition.

There is no legal duty requiring school staff to administer medicines, however the school recognises that children with medical needs have the same rights of admission to a school or setting as other children. Procedures are put into place should the need to administer medications to pupils become necessary. This is determined on the basis of individual risk assessment following advice from the pupil's medical practitioner.

Procedures are further outlined in the School's Medical Conditions Policy [2022](#).

3.14 Personal Protective Equipment (PPE)

The **Assistant Head Teachers**, the Health & Safety co-ordinators and TMBC cleaning and catering service managers will assess the need for PPE in risk assessment and COSHH assessments. Where it is determined that PPE is required suitable PPE shall be selected and provided at the school's expense. A record of PPE issued to staff will be made which will include details of any expiry dates so that equipment can be replaced as and when is necessary.

Staff are responsible for ensuring that they use PPE where it is provided.

3.15 Reporting

The School Health and Safety Co-ordinators report to the Governors via the Resources Committee.

Governors will report on Health and Safety matters when necessary to Trafford Council's Health and Safety Unit and the LA.

This is the responsibility of the Chair of Governors.

3.16 Risk Assessments

Schools are expected to adopt and follow the guidance contained in Trafford Council's Risk Assessment Guidance for Schools.

Risk assessment is the responsibility of the school's management at all levels. Those responsible for premises or curriculum areas must ensure that risk assessments are undertaken **and recorded** for significant activities.

Risks should be assessed in priority order and control measures identified and put in place that are proportional to the level of risk. The outcome of the risk assessments should be recorded and communicated to those affected and maintained on records of the establishment or service area. Risk assessments should be reviewed periodically (at least annually), where there is a change in circumstances or following an accident.

The Head Teacher is responsible for coordinating and ensuring risk assessments are carried out.

Persons responsible for carrying out risk assessments are all staff employed by the school.

3.17 School Trips/ Off-Site Activities

The school should follow Trafford Council's Guidance on Evolve and submit the required information to the Council's Outdoor Education Advisor relating to the activity, which has to be approved by the adviser.

3.18 School Transport

The school will follow Trafford Council's Guidance on Evolve on the use of transport, including minibuses. The Head Teacher is responsible, in conjunction with the driver, for ensuring that vehicles kept or hired by the school are operated in accordance with the law.

Employees who are required to use their private vehicles for official business are personally responsible for ensuring that they hold a valid licence and appropriate insurance and that the vehicle is roadworthy and fitted with a suitable seat belt for each passenger. A private car form must be completed and checked annually by the School Health & Safety Co-ordinators.

3.19 Staff Consultation

The Governing Body, through the Head Teacher, will make arrangements for full and proper consultation with employees on health and safety matters. The nominated safety representatives of each accredited trade union or staff association or other elected workplace safety representatives will be offered a role in these consultations.

3.20 Staff Health and Safety Training and Development

The Head Teacher, Deputy, the Assistant Head Teachers and the Health and Safety Co-ordinators will undertake a training needs analysis to identify the competency requirements of specific job roles in terms of health and safety, and will ensure that appropriate training is delivered and training records held. This will primarily be done through the performance management process. This training needs analysis will be reviewed on a regular basis or on the introduction of new legislation.

3.21 Staff Well-being / Stress

The school will follow Trafford Council's Managing Pressure and Reducing Stress in the Workplace Guidance. Head Teachers will include workplace stress as part of the risk assessment process identifying areas of concern and implement appropriate control measures, so far as is reasonably practicable.

Where workplace stress arises, the Head Teacher will deal with the issue in a sensitive and constructive manner using available means within the Council to manage stress and assist staff, utilising the counselling scheme available, accessed through the Occupational Health Unit.

When the school buys in Trafford Council Occupational Health Package, all staff employed by the school have access to PAM Assist.

3.22 Use of Display Screens

The majority of staff within the school are not considered to be DSE users. The school will follow the Council's Display Screen Equipment (DSE) guidelines (HSP7) for those staff who are designated as users.

3.23 Vehicles on Site

The school will endeavor to manage traffic flows at peak times to minimise risks to pedestrians and cyclists.

3.24 Violence to Staff / School Security

The Head Teacher is responsible for assessing the risks of violence to staff. Risks to personal security, premises and property will be assessed through the risk assessment process and where violence is identified as a significant risk, the Head Teacher will ensure that appropriate control measures are put in place.

Staff must report incidents of violence and aggression in the same manner as accidents.

3.25 Working at Height

The School Health and Safety Co-ordinators will ensure that working at height is risk assessed in accordance with Trafford Council's School Work at Height Guidance and ensure that appropriate control measures are put in place to minimise potential risks.

3.26 Monitoring and Workplace Inspections

The Health and Safety Co-ordinators and cleaning and TMBC catering service managers are responsible for the undertaking of workplace inspections on a termly basis. The school will follow Trafford Council's Monitoring Health and Safety

Guidance for Schools and use the appropriate Monitoring Forms to record their findings. All staff will ensure that hazards associated with premises are monitored and controlled.

4.0 Contacts for more information:

All policies and guidance referred to are available on the Shared Area, from Trafford Services for Education and/or Evolve.